Real Agility™ Assessment Survey and Analysis (RAASASA)

STATISTICS and METHODOLOGY

- There were 109 of 128 complete responses to the survey. Participants are grouped into three categories:
  - Leadership: 36 respondents
  - Staff: 66 respondents
  - Other: 7 respondents
- All 109 responses are included in the overall culture scores. However, for the purposes of examining alignment between leadership and staff, the “other” respondents are excluded from the results.
- Like any statistical survey-based tool, there may be errors in results due to sampling, mis-understanding or deliberate gaming. On-site assessment with interviews and workshops may validate, refine or invalidate results from the survey.
- We strongly recommend use of the RAASA every quarter or half in order to monitor changes.

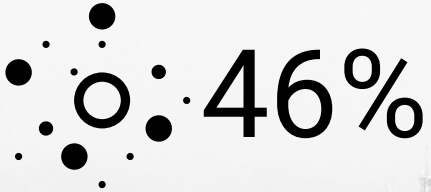
CULTURE

CULTURE: Scores

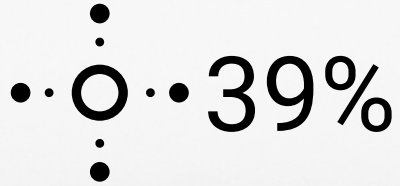
IMPROVEMENT CULTURE
How well do your people take the initiative to improve?

TEAMWORK CULTURE
Do your people share a strong mutual commitment?

URGENCY CULTURE
Do your people care about delivering results now and not later?

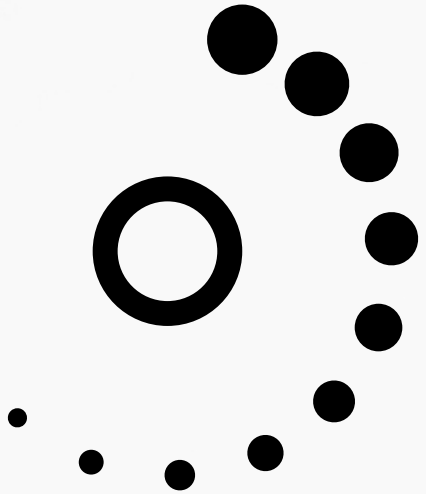


FOCUS CULTURE
Can your people focus on their work without task switching or interruptions?



VISION CULTURE
Are the people in your company united around a common vision?

CULTURE: Improvement 54%



This is your best score.

DESCRIPTION

Improvement culture indicates how easily and frequently people within the organization take the initiative to work on systematic improvement initiatives, vs. temporary problem-fixing and Band-Aid solutions.

IMPLICATIONS

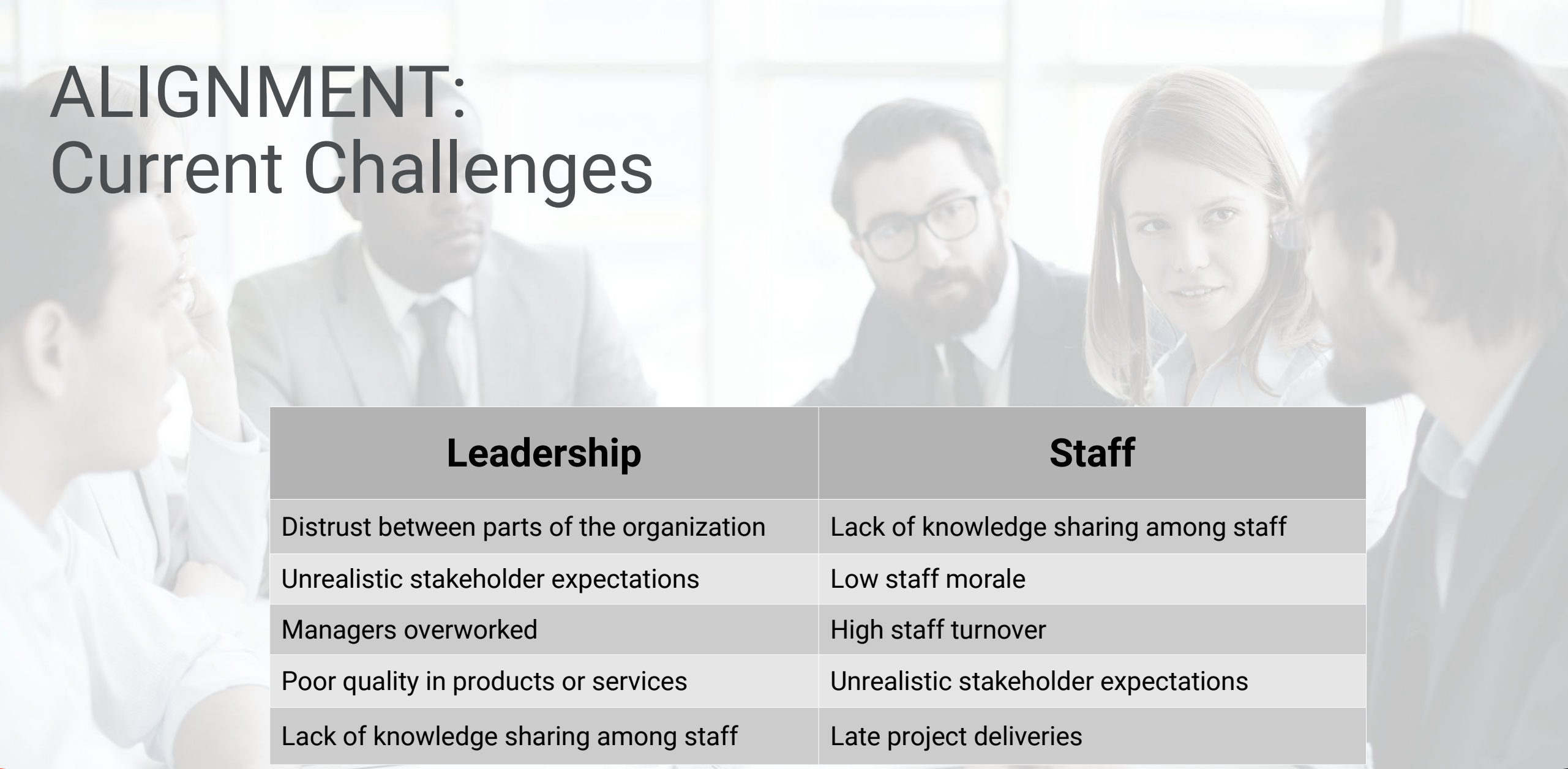
Your score means that a mild culture of improvement can be leveraged with some additional leadership support. Leaders, and particularly executive leaders, are not currently providing an optimal environment for continuous improvement.

COMPARISONS

Your score is close to the average score of other organizations. The current range of scores is from 41% to 64% with an average of 55%.

ALIGNMENT

ALIGNMENT:
Current Challenges



Leadership	Staff
Distrust between parts of the organization	Lack of knowledge sharing among staff
Unrealistic stakeholder expectations	Low staff morale
Managers overworked	High staff turnover
Poor quality in products or services	Unrealistic stakeholder expectations
Lack of knowledge sharing among staff	Late project deliveries

BERTEIG

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